

### Old Age, Disability, Death

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First law: 1956.

Current law: 1991.

Type of program: Social insurance system.

**Exchange rate:** U.S.\$1.00 equals 75 Manat.

Local authorities, and employers may provide supplementary benefits out of their own budgets.

#### Coverage

All employed persons. Special *social pension* for disadvantaged aged, disabled, and survivors not eligible for social insurance (i.e. employment-related) benefits.

#### Source of Funds

**Insured person:** 1% of earnings.

**Employer:** 37% of payroll.

**Government:** Subsidies as needed. Full cost of *social pensions*. Above contributions also finance benefits for cash sickness, maternity, work-injury, and for employee family allowances.

#### Qualifying Conditions

**Old-age pension:** Age 60 and 25 years of covered employment (men) or age 55 and 20 years of work (women); requirements reduced for hazardous or arduous work; for work in ecologically disastrous regions; and to mothers of 5 or more children, or of disabled children. Not payable abroad beyond 6 months (except for work injury disability benefits).

**Disability pension:** Total disability (incapacity for any work): Group I disability, requiring constant attendance; Group II disability, not requiring constant attendance.

Partial disability (incapacity for usual work): Group III disability. Insured has a minimum of 1 to 15 years of covered employment, depending on age of onset of disability.

**Survivor pension:** Insured has up to 15 years of work, payable to surviving children whether or not dependents of the insured; and to nonworking dependents (including spouse; either parent, if disabled and not yet of pensionable age; grandparents, if no other support available; and other relatives—regardless of their age or ability to work—if employed by the deceased to care for grandchildren, children, or siblings under age 8).

*Social pension:* Non-working or disabled citizens who meet the age requirements (i.e., age 65, or 60 if women; orphans under age 18, 23 if students; or disabled children under age 16), and who are not eligible for employment related old-age or disability pension.

#### Old-Age Benefits

**Old-age pension:** 55% of *assessed wage* if 25 (men) or 20 (women) years of work, plus 1% of wage for each year in excess of 25 (or 20 for women). Payable monthly. Maximum: 10 times the minimum wage (mw, 1,000 manats as of 21 December 1994); minimum: 100% of mw. Assessed wage equals percentage of gross average earnings in best 5 consecutive years in last 15 years calculated as follows: 100% of earnings up to 4 times the minimum wage (mw), plus 85% of earnings between 4 and 5 times the mw; 70% of earnings between 5 and 6 times the mw; 55% between 6 and 7 times

the mw; 40% between 7 and 8 times the mw, 25% between 8 and 9 times the mw; 15% between 9 and 10 times the mw.

Partial pension (if insufficient years of covered employment):

Monthly benefit reduced in proportion to number of years below required years of coverage; minimum, 100% of minimum wage.

Supplement for disabled dependents: 60% of minimum old age pension for each disabled dependent of non-working pensioner, depending on degree of incapacity of dependent.

Constant attendance supplement (pensioners aged 80 or older): 50% of minimum old-age pension per month.

*Social pension:* 50% of minimum old-age pension per month.

Adjustment: Periodic benefit adjustments according to cost of living changes.

#### Permanent Disability Benefits

**Disability pension:** Group I and Group II disability pension, same as old-age pension. Minimum: 100% of minimum old-age pension.

Partial pension for total disability (if insufficient years of covered employment): Same as under old-age pension.

Constant attendance supplements (single pensioners with total disability): 50% of minimum old-age pension (100% if blind) per month.

Partial (Group III) disability, 30% of assessed wage; minimum, 50% of minimum old-age pension. Payable monthly.

*Social pension* for total disability Group I (if onset of disability since childhood) and Group I and Group II of disabled children under age 16: 100% of minimum old-age pension per month.

*Social pension* for Group II disability: 50% of minimum old-age pension per month; Group III disability: 30% of minimum old-age pension per month.

Adjustment: Periodic benefit adjustments according to cost of living changes.

#### Survivor Benefits

**Survivor pension:** Payable monthly at 30% of *assessed wage* (see old-age pension) for each dependent. Minimum: 50% of minimum old-age pension per month.

Full orphans: 30% of assessed wages of both parents; minimum, 100% of social pension.

Partial pension (if insufficient period of covered unemployment):

Monthly benefit reduced in proportion to number of years below the required years of coverage.

Adjustment: Periodic benefit adjustments according to cost of living changes.

#### Administrative Organization

Republic Ministry of Social Security, general coordination and supervision.

Provincial and county departments of social security, administration of program.

### Sickness and Maternity

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First law: 1955.

Current law: 1955, as amended 1984, 1990, and 1993.

Type of program: Dual social insurance (cash benefits) and universal (medical care) systems.

## Coverage

**Cash benefits:** Employed citizens and non-working citizens (including students and the unemployed).

**Medical care:** All residents.

## Source of Funds

**Insured person:** See pension contributions, above.

**Employer:** See pension contributions, above.

**Government:** Cash benefits for non-working citizens; and whole cost of medical care.

## Qualifying Conditions

**Cash and medical benefits:** No minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit:** 60% of earnings, if less than 5 years' uninterrupted work; 80% if 5-8 years; 100%, if over 8 years (or if 3 or more children under age 16, or 18 if student). 5 days paid leave for caring of sick family member, 7 days in exceptional cases, or 14 days if caring for child under age 14, or for the duration if sick child in hospital. Monthly benefits equal to 100% of minimum wage paid to employees on leave to care for children under 18 months old. Unpaid leaves to women caring children under age 3; to women or single parents raising 2 or more children under age 14 (14 days); to men while wife on maternity leave (14 days); and to disabled workers (30 days).

**Maternity benefit:** 100% of earnings payable for 70 calendar days before and 70 days after confinement (extended by 16 days if difficult childbirth, or by 40 days if multiple births).

## Workers' Medical Benefits

**Medical benefits:** Medical services provided directly to patients by public health providers. General and specialized care, hospitalization, laboratory services, dental care, maternity care, vaccination, and transportation. Medicines are free if provided with hospitalization.

## Dependents' Medical Benefits

**Medical benefits for dependents:** Same as for head of household.

## Administrative Organization

**Cash benefits:** Social Insurance Fund of the Turkmenistan and regional social insurance funds, financing of cash sickness and maternity benefits; regional departments of social protection, administration of maternity benefits for the unemployed and other non-working citizens; enterprises and employers pay benefits to own employees.

**Medical care:** Ministry of Health and regional health departments, implementation of state health care policy and development of health care programs; provision of medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health providers.

Current laws: 1955 (short-term benefits) and 1991 (pensions).

Local authorities and employers can provide supplementary pension benefits out of their own budgets.

Type of program: Dual social insurance (cash benefits) and universal (medical care) system.

## Coverage

Employed persons.

Medical care available to all residents.

## Source of Funds

**Insured person:** See pension contributions, above.

**Employer:** Same.

**Government:** Same; cost of medical care.

## Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

## Temporary Disability Benefits

**Temporary disability benefit:** 100% of earnings. Payable from first day of incapacity, until recovery or award of disability pension.

## Permanent Disability Benefits

**Permanent disability pension:** Same as general disability pensions above.

## Workers' Medical Benefits

**Medical benefits:** Medical services provided directly to patients by governmental health providers, including general and specialist care, hospitalization, laboratory services, transportation, plus full cost of appliances and medicines.

## Survivor Benefits

**Survivor pension:** Same as general survivor pensions above.

## Administrative Organization

**Temporary disability benefits:** Enterprises and employers pay benefits to own employees.

**Pensions:** Same as Old Age, Disability, Death, above.

**Medical care:** Republic Ministry of Health, and health departments of local governments, general supervision and coordination; provision of medical services through clinics, hospitals, and other facilities administered by the Health Ministry and local health departments.

## Unemployment

First and current law: 1991.

Type of program: Social insurance system.

## Coverage

Permanent residents of working-age.

## Source of Funds

**Insured person:** None.

## Work Injury

First law: 1955.

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**Employer:** 2% of payroll.

**Government:** Subsidies as needed from central and local governments.

### Qualifying Conditions

**Unemployment benefit:** Registered at employment office; ability and willingness to work; and receiving no income from employment. Benefits may be reduced, suspended or terminated if worker is discharged for violating work discipline; leaving employment without good cause; violating conditions for job placement or vocational training; or filing fraudulent claims.

### Unemployment Benefits

**Unemployment benefit:** Unemployed with at least the equivalent of 12 weeks of full-time paid employment in last 12 months: Payable monthly at 50% of previous average earnings for 26 calendar weeks, plus two weeks for each year worked over 25 years (or 20 for women), up to a total of 52 calendar weeks.

Maximum benefit: average earnings not to exceed the Republic average wage; minimum: 100% of minimum wage.

Re-entrants with skills and have less than 12-week employment in last 12 months, but have at least one-year employment over all: 100% of minimum wage for the first 13 weeks, and 75% of minimum wage for following 13 weeks; re-entrants without skills: 75% of minimum wage for 13 weeks.

First-time job seekers: 75% of minimum wage for 13 weeks.

Dependent supplement: 10% of unemployment benefit payable monthly to each dependent under age 16.

Unemployed older workers within 1 year of reach pensionable age (59 for men, and 54 for women), or those qualify for extended unemployment benefits of 52 weeks: benefits payable equal to 100% of old-age pension until pensionable age.

### Administrative Organization

State Employment Service and local counterparts, administration of program.

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*Note:* Information is not readily available for "Family Allowances."